

ALIST

FOR OUR PARENTS & CHILDREN / FOR OUR JOB SEEKERS & EMPLOYERS / FOR REBUILDING OUR ECONOMY



FY20 · OCT 1, 2019 – SEP 30, 2020

IMPACT REPORT 2020

Workforce Solutions Capital Area is the publicly-funded workforce board for Austin-Travis County

MISSION TO LEAD IN THE DEVELOPMENT
OF A WORLD-CLASS WORKFORCE

VISION ALL PEOPLE (OUR HUMAN CAPITAL) ARE
PRODUCTIVE AND OUR REGION IS PROSPEROUS

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Yesenia Plascencia
Visa

Phil Walker
Career Partners Int.

CHIEF ELECTED OFFICIALS

Judge Andy Brown
Travis County

Mayor Steve Adler
City of Austin



* Former active member

CLICK THE TITLES TO JUMP TO SECTION

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— TO OUR COMMUNITY

In 2020, Workforce Solutions Capital Area became the first responder for employment. In a matter of days, a declining unemployment rate that had lasted for years spiked into the double digits due to the COVID pandemic.

Workforce Solutions quickly pivoted to a virtual space to assist all impacted members of our community—students, workers, parents, businesses and more—in a safe and effective way. The Austin metro area is now one of the fastest recovering in the nation, with many industries experiencing job growth. Our hard work and our partnerships help to make it possible.



Six people completed an electrical preapprenticeship course with Lone Star Construction Trades Training in November 2020 at no cost to them. Workforce Solutions Capital Area funded the training to provide an opportunity for residents to launch their careers in a growing industry.

01



From Our Board Chair



“When I look at the year ahead, I have set a vision for success. In a few words, 2021 is the year of ‘RE’: retain, reskill, and retool.”

The year 2020 began as many before it, with promising economic growth and a steady decline in unemployment. Everything changed when the COVID-19 pandemic swept into Austin. But as many residents faced stress and uncertainty caused by layoffs and shutdowns, we came together to support our community to endure and begin recovering.

I want to share my sincere thanks to our Board members and staff; our Career Center, Youth, and Child Care Services contractors; the Texas Workforce Commission, and our local partners at Travis County and the City of Austin for their dedication, resiliency, and commitment to the health and recovery of our region’s employment ecosystem.

Workforce Solutions Capital Area is doubling down on the system-strengthening data alignment elements of our Community Workforce Plan. In the post-COVID workforce environment, it’s clear to us that you earn what you learn, and we are here to support access to skills education for Central Texans, particularly for students and workers hardest hit by the economic impacts of the pandemic.

When I look at the year ahead, I have set a vision for success. In a few words, 2021 is the year of “RE”: retain, reskill, and retool. In support of local people for local jobs, Workforce Solutions Capital Area will:

- 1. Retain the businesses and workers in Austin.** We will promote opportunities for businesses to grow earn-and-learn opportunities through upskilling and apprenticeship.
- 2. Reskill workers who have been laid off.** Thanks to efforts such as RE:WorkNOW, we are poised to scale efforts that can help impacted workers gain the skills to get a next or better job.
- 3. Retool our processes.** This means that our staff will evaluate and integrate current systems that track and measure our services so that we all have better visibility into our system’s performance.

A handwritten signature in black ink that reads "Melanie Flowers".

MELANIE FLOWERS

From Our CEO

“The pandemic knocked Austin down, but it didn’t keep us down. We quickly adapted to providing assistance virtually and safely.”



The pandemic knocked Austin down, but it didn’t keep us down. In this new environment, we quickly adapted to providing assistance virtually and safely:

We launched Jobs Now, an online job board listing thousands of openings with businesses hiring right away.

We moved our hiring and career awareness events to a virtual space to help safely connect job seekers to employers and introduce students to career programs and postsecondary education options.

To assist residents who lost their jobs due to the pandemic, **we launched RE:WorkNOW** in partnership with the City of Austin and Travis County to provide rapid retraining and employment.

We used National Dislocated Worker Grant funding to subsidize wages for hospital screeners.

To support small businesses and workers impacted by the health crisis, **we provided Layoff Aversion funding; grants for**

upskilling, internships and onboarding; and adapted Rapid Response service delivery for outplacement and re-employment assistance.

We assisted child care providers by offering stabilization grants and enhanced rates to help them keep their businesses open, and supported essential workers with virtual support and access to quality child care.

With these initiatives — and ongoing support from the Texas Workforce Commission — we continued to provide the same valued services to students, workers, families and businesses that we did pre-pandemic. Looking forward, we’re excited to continue serving our community.

TAMARA ATKINSON

From Our Elected Leaders



“Workforce Solutions has been an integral part of Austin’s economy for years, and never more so than during this past year. As COVID-19 forced many Austinites out of work and all of us into our homes, Workforce Solutions was able to quickly adapt and continue helping people without missing a beat. Last year alone, Workforce Solutions has helped train hundreds of Austinites, connect employees with essential child care services, and has ambitiously sought and utilized federal funds to better serve the Austin community. I am deeply grateful for all they have done for the greater Austin community during these difficult times.”

SEN. SARAH ECKHARDT

State of Texas



“Travis County is excited to continue supporting Workforce Solutions in their work to rapidly empower people in this new economy. As we help our Travis County community recover from the economic hardships caused by COVID-19, I’m thankful for this partnership and look forward to bringing good jobs in high growth fields to together continue to expand the middle class in our county.”

JUDGE ANDY BROWN

Travis County



“Workforce Solutions has a proven track-record of success in linking local people to local jobs and assisting our most vulnerable residents, including lower-income Austin residents and those who are experiencing homelessness. I’m proud that Austin City Council partnered with Travis County to fund the first phase of the rapid reskilling and retraining workplan called RE:WorkNOW. This program has been vital in supporting — through education and critical supports like transportation and child care — Austin residents who’ve been impacted by COVID who could benefit from virtual skills education.”

MAYOR STEVE ADLER

City of Austin

From Texas Workforce Commission



“Thank you to the board and staff at Workforce Solutions Capital Area. On behalf of the Texas Workforce Commission, I **sincerely appreciate their commitment to community-wide goals as they work to efficiently and effectively help get Texans more skills that lead to higher earnings.** I encourage them to continue innovating and striving toward the lofty goals they are setting for their region.”

CHAIRMAN BRYAN DANIEL

Texas Workforce Commission



“Thank you Workforce Solutions Capital Area for your work to help Central Texas high school students gain on-the-job experience through paid internships/apprenticeships and finally paid employment. **The commitment they are making today will provide our young people with the knowledge and expertise that will carry you for a lifetime.**”

COMMISSIONER JULIAN ALVAREZ

Texas Workforce Commission



“**The secret sauce in Texas is when you bring the worlds of workforce, economic development, and education together. Workforce Solutions Capital Area is setting the bar and doing just that.** By advancing and training our current Central Texas workforce, Workforce Solutions is helping fill the region’s high-demand, hard-to-fill roles, increase retention, and open up entry-level opportunities faster for the thousands of residents in Travis County who are unemployed due to the pandemic.”

COMMISSIONER AARON DEMERSON

Texas Workforce Commission

From Our Community



“To meet the growing demand for a qualified healthcare worker base, Baylor Scott & White Health partnered with Workforce Solutions and Austin Community College to initiate our first apprenticeship program. **The approved Medical Assistant program improved the talent supply for this in-demand field.** Additionally, the collaboration exceeded all expectation by upskilling 30 current Baylor Scott & White Health employees and improving our retention rates.”

MARK SHERRY

Regional HR Director at Baylor Scott & White Health



“The support that we have been given by Workforce Solutions Capital Area has been great. **I have never seen such commitment in helping our organization build a pipeline to our registered apprenticeship programs.** The time and effort that has been put into establishing the MC3/Apprenticeship Readiness Program is not only helping Austin contractors — it’s also helping build a local workforce that is from our community.”

LEONARD AGUILAR


Secretary-Treasurer at Southwest Pipe Trades Association



“Our partnership with Workforce Solutions Capital Area has proven invaluable to delivering IBM’s initiatives that provide individuals from diverse backgrounds with the opportunity to explore tech careers and develop skills to prepare them for jobs in the modern workforce. **Workforce Solutions delivers the critical connections we need** to share our programs with local jobseekers, hiring managers, and supporting nonprofits in our regions.”

SHERRY WYNN

Corporate Social Responsibility Manager at IBM





“Luminex Corporation partners with Workforce Solutions in order to make an impact on employment in the Capital Area. We see our involvement as key to providing our support to the local community as well as foster development of Biotechnology resources from which we recruit talent.”

EDDIE CHIEN

HR Senior Director at Luminex Corporation



“At Bank of America, we see Workforce Solutions as a critical partner in the effort to build and maintain the workforce we need to keep Austin vibrant. Austin is growing, and as we strive to make it a better and more inclusive home for all, we look to partners like Workforce Solutions whose critical efforts help strengthen our economy.”

NIKKI GRAHAM

Austin Market President at Bank of America



“Texas Mutual is proud to support Workforce Solutions and the Community Workforce Plan as we work to lift 10,000 residents out of poverty. We believe this work is essential to creating economic opportunity, thriving communities, and a stronger, safer Texas.”

JACKIE SEKIGUCHI

Community Affairs Manager at Texas Mutual



“Through our relationship with Workforce Solutions Capital Area, Applied Materials has benefitted from a variety of programs that have helped to build and fill our pipeline of talent. **We can’t say enough about the excellent partnership and involvement with Workforce Solutions and their partners.”**

MARK DERDERIAN

Global Manufacturing Training Institute Manager at Applied Materials

— WORKFORCE SYSTEM AT A GLANCE

On March 6, when the economic impacts became real for many of us in Austin with the cancellation of SXSW, Workforce Solutions Capital Area launched into overdrive.

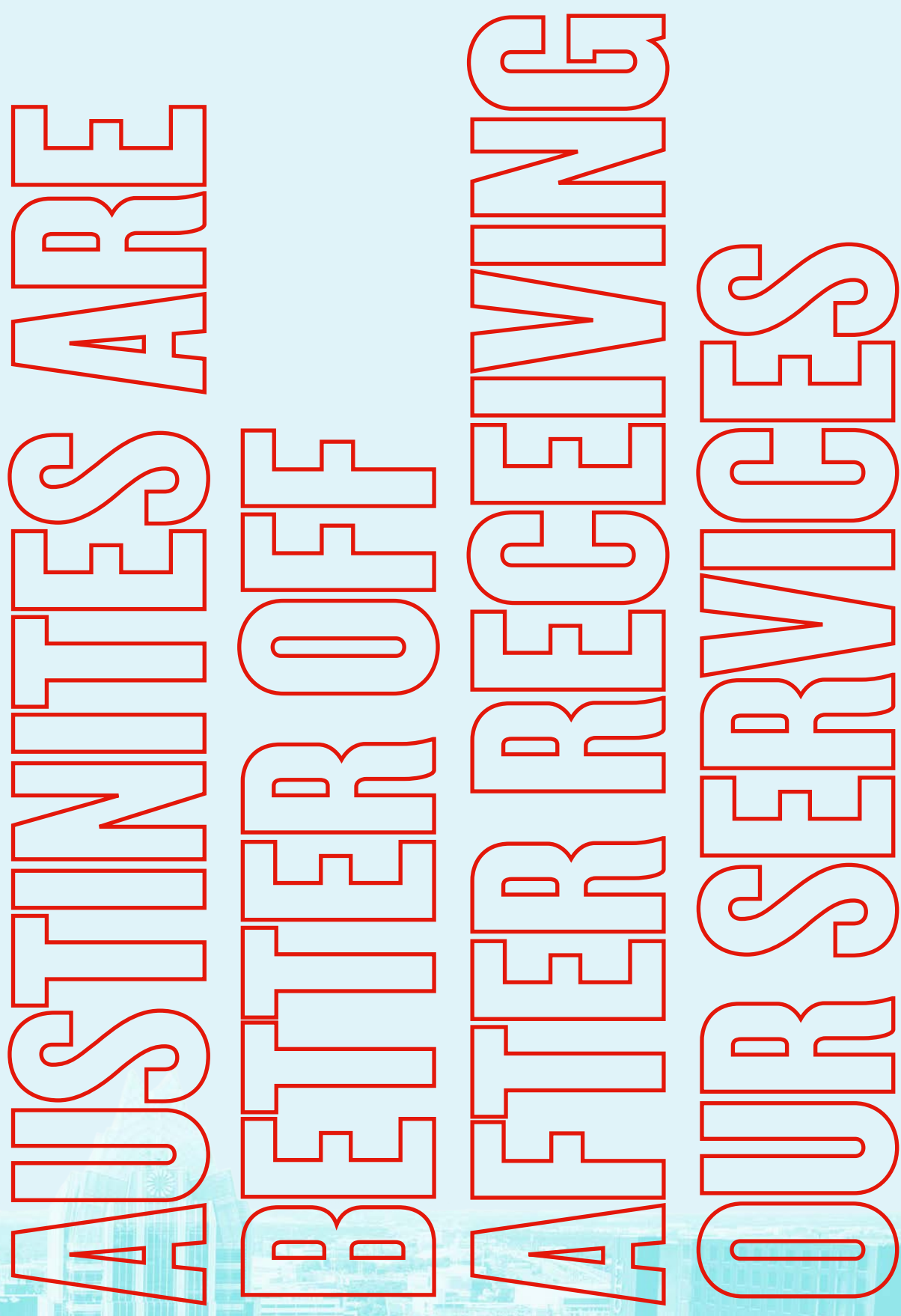
We provided critical layoff aversion information to over a hundred businesses facing uncertain and frightening times. Our team contacted each of the 162,000+ jobless benefit claimants to offer our re-employment and related services. We never stopped serving our community.

Day in and day out, we provided a person, a plan, and hope that together we would get through.



02





AUSTINITES ARE
BETTER OFF
AFTER RECEIVING
OUR SERVICES

5-Year Impacts 2016–2020

16,292

Travis County residents directly supported by WFS, indirectly impacting **41,927** family members & **17,698** children

93%

Employment rate for laid-off workers

92%

Employment retention for families participating in our child care program

\$317M

Total post-program wages earned by our customers

↑ \$103M

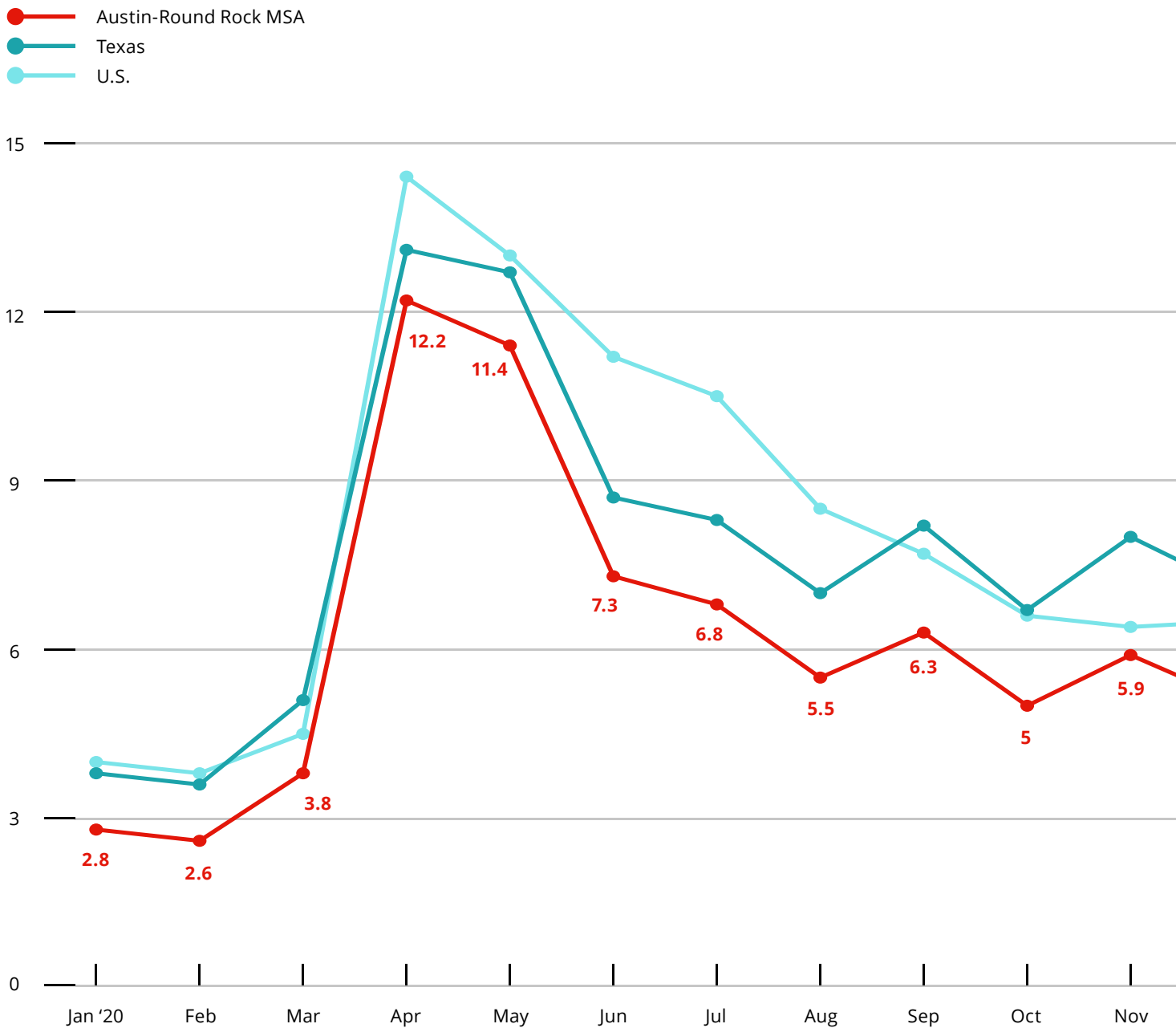
Total post-program wage increase compared to pre-program earnings

↑ \$9,807

Average post-program wage increase per customer

COVID-19 economic damage in Austin and Travis County was concentrated among already challenged groups and low-wage workers

UNEMPLOYMENT RATES IN 2020



March–December 2020

162K+

Travis County residents applied for jobless benefits (including gig workers)

2

In two months, more people filed for unemployment than in the Great Recession

50%

Of jobless claimants were younger (ages 18-34)

44%

Of jobless claimants have a high school degree or less

37%

Of jobless claimants were previously in Food Service, Retail, and Personal Care

8.1%

Black unemployment rate, 5.7% Hispanic rate, 4.5% White rate (vs. 5.1% overall December 2020 rate)

50%

Of jobless claimants previously earned less than \$30K a year

78%

Of jobless claimants previously earned less than \$50K a year

5.1

Dec

**We are here to serve Austin's workforce
and children and parents**

Who We Served FY20

**FUTURE
WORKFORCE**

CHILDREN AGES 0-12

5,846

**EMERGING
WORKFORCE**

YOUTH AGES 14-24

245

CURRENT WORKFORCE

ADULTS AGES 18+

13,208

BUSINESSES & INDUSTRY

EMPLOYERS

3,789

Since the pandemic first struck in March, we never stopped serving our community

COVID-19 Response

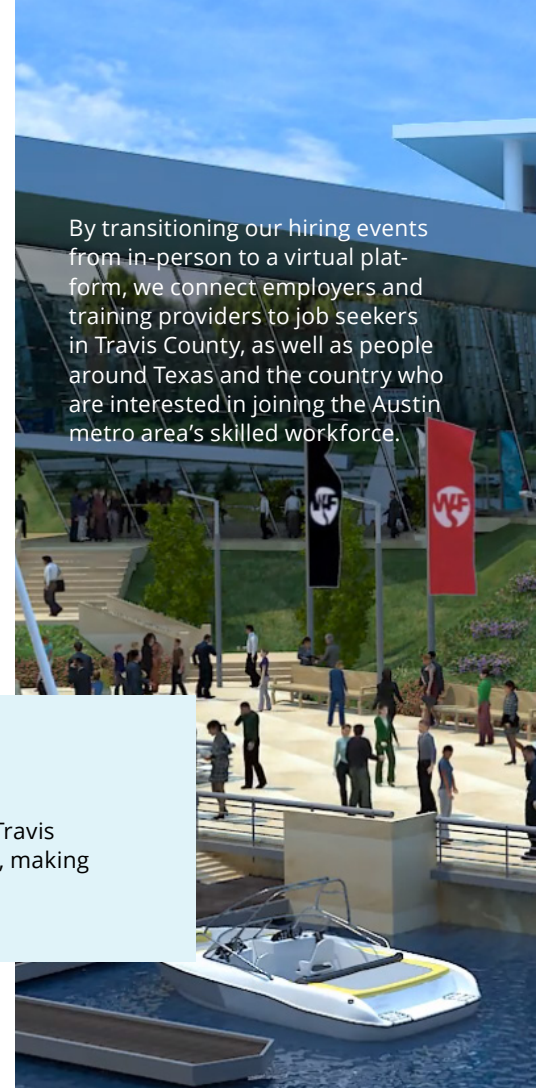
March–December 2020

\$3.1M

In local funding invested in Phase 1 of the RE:WorkNOW rapid training model to increase services to laid-off workers

SPECIAL THANKS

To the City of Austin and Travis County for investing in us, making these impacts possible



By transitioning our hiring events from in-person to a virtual platform, we connect employers and training providers to job seekers in Travis County, as well as people around Texas and the country who are interested in joining the Austin metro area's skilled workforce.

\$4.3M

In enhanced reimbursement funds distributed to help child care providers stay open and address increased operating costs

\$532.5K

In stabilization grants distributed to help closed child care providers defray ongoing fixed costs so they can eventually reopen

5,846

Children in our care across Travis County with 387 child care providers contracted

3K+

Positions posted to WFS' Jobs Now board since the pandemic began, verified as open with local companies ready to hire

464

Received skills training during the program year for occupations with good earnings potential and in growing industries

184

Employers assisted through adapted Rapid Response service delivery for outplacement and re-employment assistance



23K+

Students reached in **5** ISDs and **25** campuses to introduce students to career programs and postsecondary education options

15,269

Services performed for employers by our Business Solutions Team

3,789

Unique employers served by our Business Solutions Team

36

Virtual job fairs with **759** employers and **5,159** job seekers participating

5

Industry sector roundtables convened in key industries to get a sense of local projected employment needs and offer our services

2

Task force seats to help rebuild our economy

Opening Central Texas for Business Task Force and Austin-Travis County COVID-19 Child Care Task Force

We provided pathways for long-term economic growth for individuals, industry, and the region through upskilling

\$1,251,2

INVESTED IN UPSKILLING

THROUGH TRAINING & GRANTS

\$550,993

Invested through the Skills Development Fund

\$455,840

Invested through Subsidized Employment



2025

5

Companies recognized as **2020 Upskilling HEROES** are working towards advancing the skills of **145** employees and investing **\$413,541** to upskill their workforce.

[LEARN MORE »](#)

ING CENTRAL TEXANS

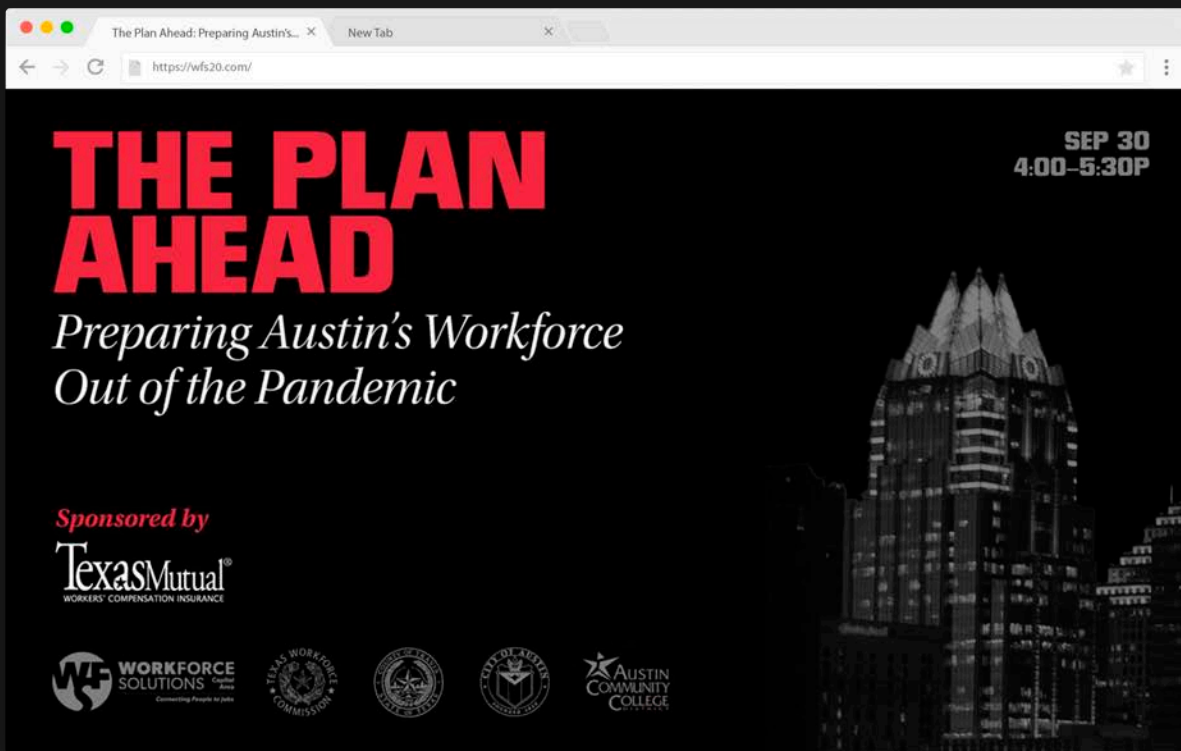
\$241,067

Invested through apprenticeship programs

\$3,365

Invested through On-the-Job Training

Our strategic plan laid the foundation for what is now a recovery map to help our community economically prosper out of COVID



We hosted “The Plan Ahead: Preparing Austin’s Workforce Out of the Pandemic,” sponsored by Texas Mutual, in September. Over 250 live attendees got a look at our community’s progress toward accomplishing our goal to move 10,000 people out of poverty through training, our regional response to the spike of joblessness in the current pandemic, and how business and government leaders can help Central Texans prepare for the present and the immediate future.

Launched in 2017 by Mayor Adler, City Council, Judge Eckhardt, and Travis County Commissioners’ Court, the Community Workforce Plan created the first-of-its-kind framework.

The plan has successfully served as a “north-star” — guiding our local leaders, board of directors, and broader education ecosystem to focus on the most resilient industries and jobs driving our economy, pre- and post-pandemic.

Year 2 Impact Report

UPDATED SEPTEMBER 30, 2020



5 YEAR GOAL

Help 10,000 Austin Metro Area residents secure middle-skill jobs and move out of poverty by 2021

	BASELINE <i>Oct 2015 - Sep 2016</i>	→ YEAR 1 <i>Oct 2017 - Sep 2018</i>	→ YEAR 2 <i>Oct 2018 - Sep 2019</i>	→ GOAL <i>By 2021</i>	→ DELTA <i>@ End of Year 2</i>
ENROLLMENT	6,750	6,027	5,986	30,000	17,987
COMPLETION	931	1,679	1,650	12,000	8,671
PLACEMENT	800	1,217	1,267	8,000	5,516
1 QUARTER	687	1,217	1,267		
1 YEAR	799	1,413			
OUT OF POVERTY	268	652	595	8,000	6,753
1 QUARTER	256	517	595		
1 YEAR	362	652			
UPSKILLING	—	269	382	2,000	1,349

Highlights

2,496

Department of Labor registered apprentices are earning while they learn in our region

77%

of all completers found employment by the first quarter after program completion

36%

of all completers were moved out of poverty by the first quarter after program completion

\$6,673

Median quarterly earnings for employed completers in the first quarter after program completion

Increased from \$2,062 in the year before program entry

**READ THE FULL
YEAR 2 REPORT »**

REORGANIZED FOR WORKFORCE EXCELLENCE

Awards



**WFS Recognized for
Commitment to Hiring
Veterans with Third
“We Hire Vets” Award**

[READ MORE »](#)



**WFS Named One of the Best
Places for Working Parents
in 2021**

[READ MORE »](#)



**Trade Up Texas campaign
nationally recognized as 2020
Corporate Partnership winner at
PRNews CSR Nonprofit Awards**

[READ MORE »](#)

**WFS receives 2020 Workforce
Innovation and Opportunity Act
Career Pathways Award**

[READ MORE »](#)

**Austin Regional Manufacturing
Association recognizes
Workforce Solutions CEO with
Friend of Manufacturing Award**

[READ MORE »](#)

— STRATEGIC MOVES & INITIATIVES

From leveraging federal and state resources for impacted businesses and workers, to launching a new rapid retraining and reemployment program in partnership with the City of Austin and Travis County, we're proud of the strategic initiatives we led and supported.

Austin Creative Reuse worked with us to receive Layoff Aversion funding from the Texas Workforce Commission to keep their center open and staff working during the pandemic. When they resumed in-person sales in the fall, Austin Creative Reuse began hiring more people.



03



We created new ways to support our community



Re:WorkNOW

We worked with our community to create the RE:WorkNOW Initiative to help several hundred lower-income COVID-affected jobless to complete a rapid training program, to receive a weekly stipend, and supports such as child care, transportation, and digital inclusion.

Thanks to support from the City of Austin and Travis County, Workforce Solutions Capital Area created a targeted campaign to engage jobless claimants in need for reskilling, directly communicating with those who were unemployed through multiple digital channels and social media platforms.

Access Hub

We built a technology solution to quickly connect the thousands of clients seeking our job training and education services in just a few clicks. Residents who are unemployed or underemployed answer a few questions to become digitally connected to rapid training programs in industries and occupations that interest them.

Rapid Response / Layoff Aversion

For businesses and Community-Based Organizations facing layoff or closure, we offered outplacement assistance, layoff aversion strategies, and financial assistance at no cost. Through Layoff Aversion funding, we explore options to retain a company's workforce.

Stabilization Grants

The Texas Workforce Commission distributed over **\$92,000** in stabilization grants to eight child care providers to help defray ongoing fixed costs like rent and insurance, so closed providers may eventually reopen. Travis County, through Workforce Solutions Capital Area, also awarded stabilization grants to fifteen local providers with a payment total of **\$418,000**.

Essential Worker Child Care

We began enrolling children of essential workers in April to help address the unanticipated consequences of school closures, and to provide parents with a safe care option.

National Dislocated Worker Grant

We managed National Dislocated Worker Grant funding to subsidize wages for essential workers in hospitals (ongoing goal of serving 255 individuals).



Building Community Workforce Plan 2.0

Our current strategic direction for 2021 aligns with and supports success in the final implementation year of our initial Community Workforce Plan, and will do so as we plan for the next phase of our work, to set us up for a successful new strategic plan starting in 2022.

FUTURE WORKFORCE

Workforce Solutions Capital Area Child Care Services strengthens families in Austin/Travis County by offering child care tuition scholarships to assist low-income parents pay for child care so they can work or attend educational programs.

In response to the pandemic, we also supported the families of Austin's essential workers, and our child care providers, through Quality activities and additional CARES Act Funding payments.

To assist our child care providers in creating safe and nurturing environments for children, we hosted two pickup events for PPE and cleaning supplies in 2020. More than 300 providers received supplies at no cost, including 200,000 masks donated by Bank of America.



04



Future Workforce Success Stories



Kelly Thomas is providing a future for her daughter with help from Child Care Services

[READ MORE »](#)

Workforce Solutions Capital Area and Bank of America donate cleaning and PPE supplies to child care providers in Travis County

[READ MORE »](#)



5,846 Children in Care

Characteristics

3,483

Low-income

1,127

DFPS
Current & former

297

Choices
A program that transitions participants from welfare to work

222

Experiencing homelessness

297

Continuity of Care
Funded by City of Austin / Travis County to bridge any gaps in eligibility for local parents

420

Served in Essential Worker Care
Through additional TWC funding

387 Contracted Child Care Providers

Quality-Rated Providers

123

Total Texas Rising Star (TRS) providers

26

2-Star TRS quality-rated providers

24

3-Star TRS quality-rated providers

73

4-Star TRS quality-rated providers

Trainings & Support

1,284

Providers mentored

93

Trainings hosted

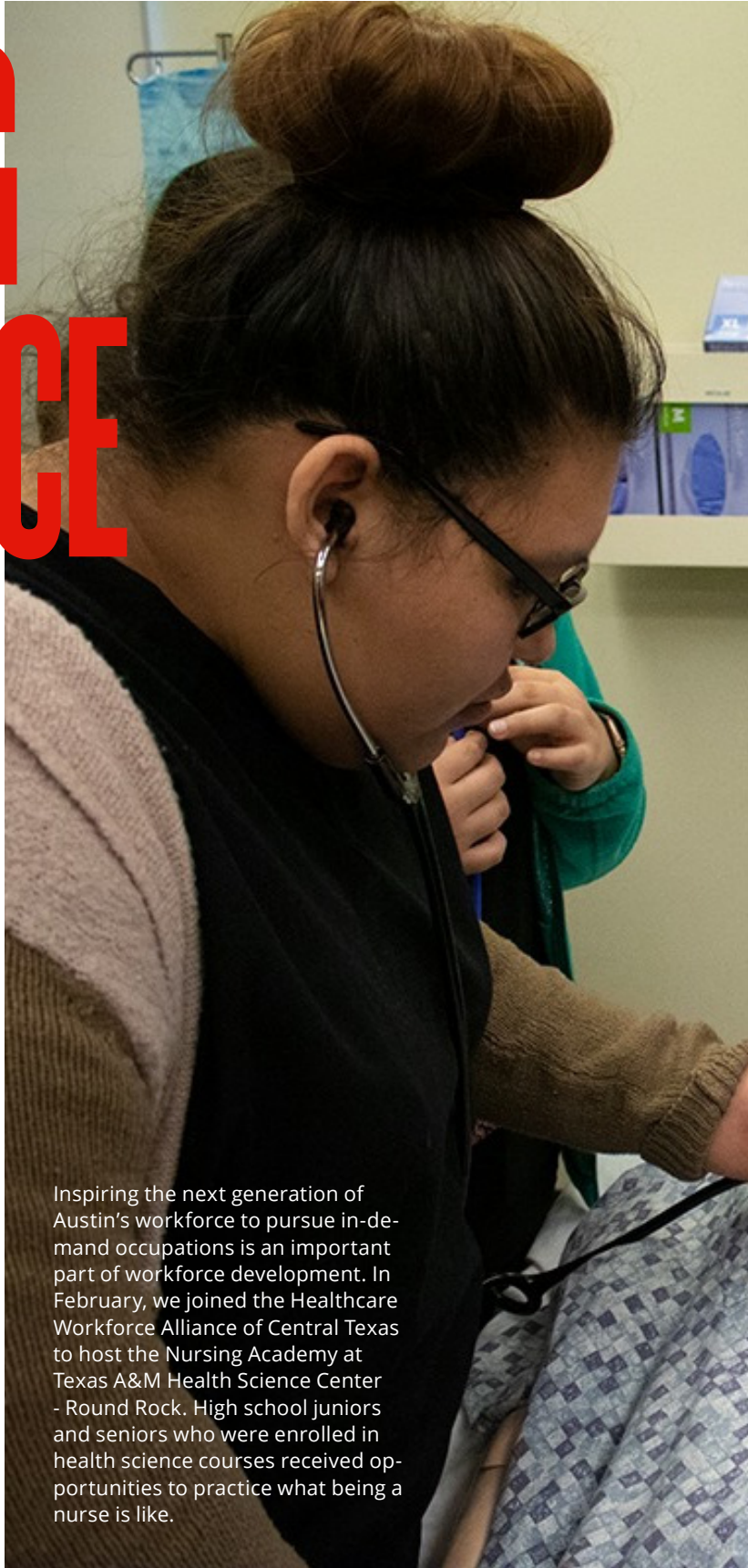
87

Jeanette Watson Wage Supplement recipients
Helps early childhood professionals continue to work in a field where wages are not commensurate with other skilled positions

EMERGING WORKFORCE

We pivoted to virtual delivery to continue our services to Travis County youth, in school or out of school, in 2020.

In partnership with Goodwill Central Texas, our contractor for youth services, and with partners like American YouthWorks, Capital IDEA, Communities in Schools, Foundation Communities, Lifeworks, Skillpoint Alliance, and Texas Workforce Commission Vocational Rehabilitation Services, and also our team of Career & Education Outreach Specialists, we continued offering guidance to our region's future skilled workforce.



Inspiring the next generation of Austin's workforce to pursue in-demand occupations is an important part of workforce development. In February, we joined the Healthcare Workforce Alliance of Central Texas to host the Nursing Academy at Texas A&M Health Science Center - Round Rock. High school juniors and seniors who were enrolled in health science courses received opportunities to practice what being a nurse is like.

05



Emerging Workforce Success Stories



'This program is definitely going to change my life': 100% of MC3 apprenticeship grads found employment

[READ MORE »](#)

WFS launches Climb the Ladder CTX for secondary students and adults seeking new career

[READ MORE »](#)

WFS launches career exploration and skill-building video series in collaboration with diverse local businesses

[READ MORE »](#)

High schoolers across Austin commit to becoming the next generation of electricians through TRIO apprenticeship program

[READ MORE »](#)

Brianna Pleasant finds job skills training and employment opportunities through WIOA Youth program

[READ MORE »](#)

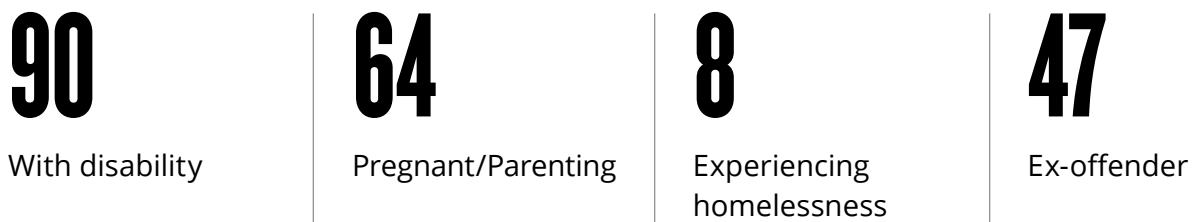


245 WIOA Youth Served

Status



Characteristics

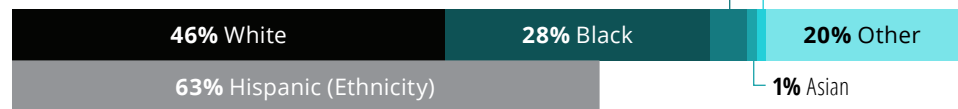


21
Foster Youth

GENDER



RACE / ETHNICITY



Education & Job Experience



23K+ Students Reached

In 5 ISDs and 25 campuses
To introduce students to career programs
and postsecondary education options

CURRENT WORKFORCE

The pandemic impacted all industries in Austin, in particular “face-to-face” industries like food service and hospitality. As industries recover, we continue to support our region’s workforce by connecting local people to local jobs. We do this with a variety of services, from assisting job seekers in finding immediate employment to no-cost training for a higher-skilled occupation in a new industry.

Desmond Roberson is not just building a career in Austin—he’s helping to literally build Austin. Desmond has lived in Austin all his life. Today he is a member of Sheet Metal Workers Local Union No 67. Working in Austin’s skilled trades industry wasn’t his original plan but today Desmond is satisfied with a career that lets him work with his hands.



06



Current Workforce Success Stories



COVID-19 halted David Arredondo's college plans, but RE:WorkNOW helped him land a job fast

[READ MORE »](#)

WFS receives 2020 Workforce Innovation and Opportunity Act Career Pathways Award

[READ MORE »](#)

Austin musicians and gig workers connect with hiring employers virtually—and did it with a soundtrack!

[READ MORE »](#)



13,208 Adults Served

Characteristics

684

With disability

1,273

Ex-offender

635

Veteran

63

Foster youth

493

Experiencing homelessness

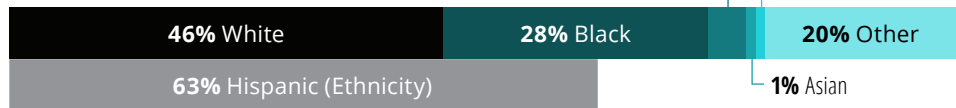
9,181

Unemployment insurance claimant

GENDER



RACE / ETHNICITY



Enrollment & Employment

77%

Received general job search & placement services through our Career Centers & Work In Texas

19%

Enrolled in programs with additional edibility requirements and services*

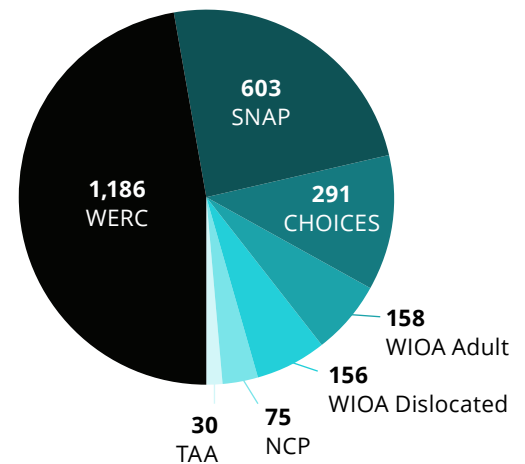
78%

Found employment in their field of training

166

Hospital screeners placed 49 have been enrolled in subsidized employment

ENROLLMENT BY PROGRAM



* Note: Many of the programs that have higher enrollment rates (i.e., Choices, SNAP) were not requiring any participation due to COVID.

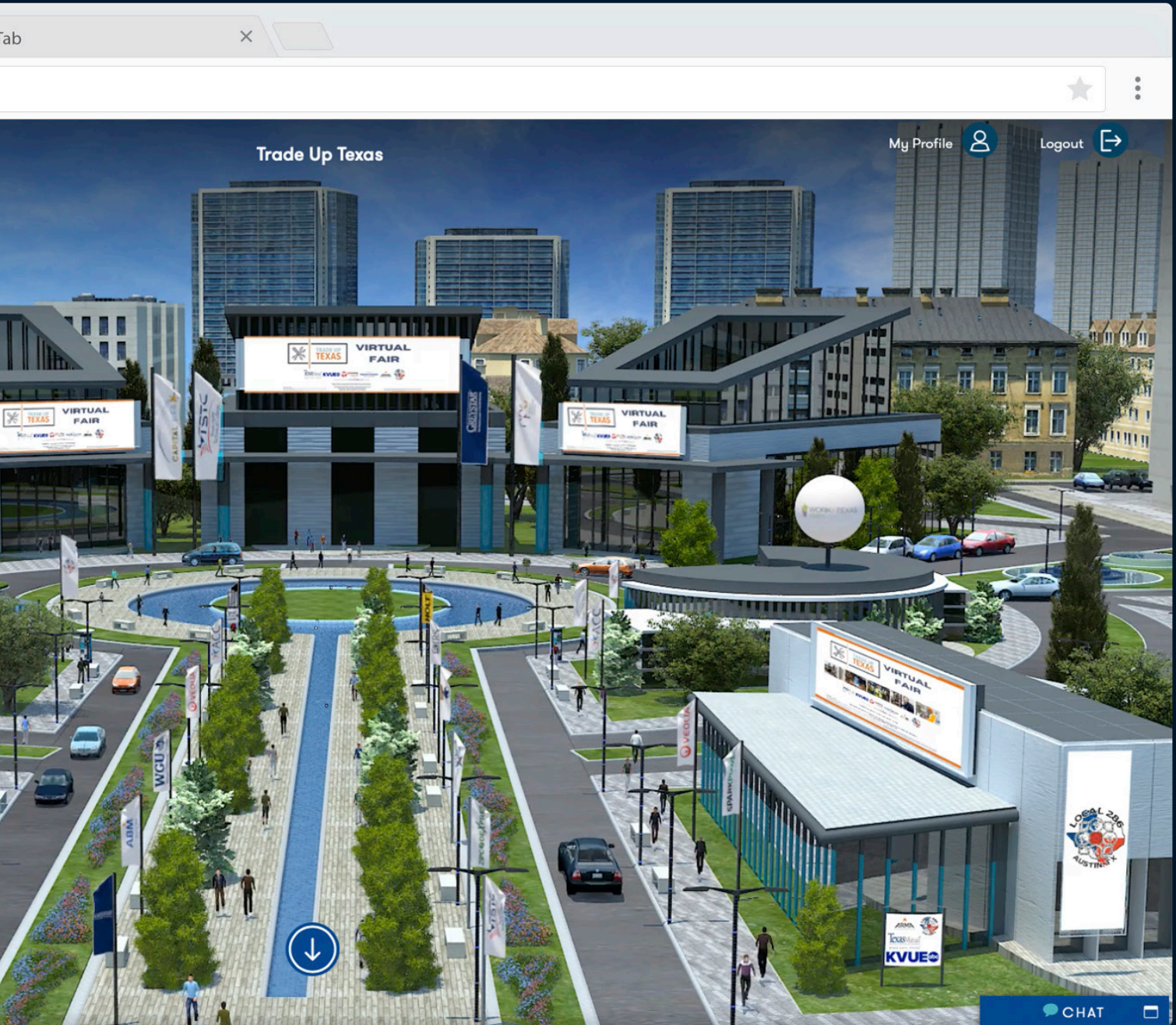
BUSINESS & INDUSTRY

Growing a world-class competitive workforce for our region means helping to build a higher-skilled workforce for businesses and providing the training and skills workers need to better provide for their families. The importance of connecting workers and employers became ever more apparent during the pandemic, when layoffs and closures occurred with frequency.

From the first days of shutdowns to the recovery of today, here is how we supported our employers.



07



Transitioning our events to a virtual space allowed us to connect job seekers and employers safely and effectively. In November, we partnered with Texas Mutual, the Austin Regional Manufacturers Association, Plumbers & Pipefitters Local 286, Workforce Solutions Rural Capital Area, and KVUE to host the Trade Up Texas Virtual Fair and connect residents to work and training opportunities in the skilled trades.

Business & Industry Success Stories



Members of the Central Texas Manufacturing Partnership offer Certified Production Technician training in the semiconductor and general manufacturing industries

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WFS and Austin Technology Council publish comprehensive study of the region's IT labor market

[READ MORE »](#)

WFS and Accenture partnership enhances support for Central Texas employers

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Austinites are gaining skills and launching careers as electricians, at no cost, through Lone Star pre-apprenticeship program

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How Pflugerville strengthened its workforce ecosystem during the pandemic

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A faint, light blue background image of a cityscape with various buildings and structures, located at the bottom of the page.

3,789

Employers Served

Employer Partnerships

38

Manufacturing

17

Healthcare

6

Skilled trades

Grant & Funding Opportunities

\$1,251,265

Invested in upskilling Central Texans
Through training and grants

81

Subsidized employment
agreements

15,269

Services Provided

Virtual Hiring Events March–December 2020

36

Virtual events

251

Employers attended

5,159

Job seekers
attended

30%

Of employers attended
multiple events

Job Postings

32,772

Total created in
Work in Texas

4,448

WFS staff created

14.6%

Postings in Targeted
Occupations

2,505

Hires though
Work in Texas

— ACKNOWLEDGEMENTS

Brian Peabody, training coordinator for Plumbers & Pipefitters Local 286, presents a graduation certificate to Angel Castro, a 2020 grad from Akins High School. Angel completed the Multi-Craft Core Curriculum (MC3) course in June.

MC3 is a nationally recognized industry certificate that introduces students to the different building trades and teaches them the skills needed for a registered apprenticeship, debt-free. Angel and his fellow grads all received offers of employment upon graduating.



08



The SANDY DOCHEN
Distinguished Service Award

HONORING
EXCEPTIONAL
SERVICE



The Sandy Dochen Distinguished Service Award is an honor bestowed upon individuals nominated by our Board of Directors every year

Individuals who receive this award are those who have exhibited sustained and extraordinary service to education, workforce development, employment, and our community through participation with Workforce Solutions.



KNOW THE NAME

This award is named for Sandy Dochen, our longest serving and exemplar board member.

2020 Winners



MARY DAIGLE

Former Board member and Board Chair; Lifelong advocate for education and skills training; Mentor and coach to many in corporations and community



JOENE GRISSOM

Long-standing Board member, former Board Chair; Co-Chair of the Community Engagement Committee



BILL IMHOFF

Long-standing Board member, former Board Chair; Chair of the Facilities Committee; Tireless advocate for skilled trades and job training



ADRIAN NEELY

Long-standing former Board member, former Board Chair; Co-Chair of the Community Engagement Committee; Member of the Facilities Committee; Member of the Recruitment & Nominations Committee

Building a world-class skilled workforce in Central Texas can't be done alone. We appreciate the support, resources and guidance we receive from our many partners.

Accenture
American Federation of Labor and Congress
of Industrial Organizations (AFL-CIO)
American YouthWorks
Any Baby Can*
Ascension Seton
Austin Carpenters Local Union 1266
Austin Chapter Associated General
Contractors of America
Applied Materials*
Aspen Institute
Athena Manufacturing*
Austin Community College District
Austin Hotel & Lodging Association
Austin Human Resource Management
Association
Austin ISD
Austin Pallet Company*
Austin PBS
Austin Texas Musicians
Austin Urban Technology Movement*
Austin Regional Manufacturers Association
Austin Area Urban League
Austin Community College
Austin Gay and Lesbian Chamber of
Commerce
Austin LGBT Chamber of Commerce
Austin Technology Council
Austin Young Chamber of Commerce
Bank of America
Baker Ripley
Baylor Scott & White Health*
Boys & Girls Clubs of the Austin Area*
Brotherhood of Electrical Workers
Capital Area Council of Governments
C2 GPS
Capital Area Technology Workforce Coalition

Capital IDEA
Center for Public Policy Priorities
CenTex Independent Electrical Contractors
Central Health
Central Texas Allied Health Institute
Central Texas Food Bank
Child's Day*
City of Austin
Communities in Schools
Crucible
Cypress Semiconductor
Del Valle ISD
New Apprenticeship
Dynamic Manufacturing Solutions
E3 Alliance
EdOpp Solutions
Educate Texas
Elgin ISD
EVS Metal – Texas*
Facility Solutions Group*
Fluid Balance
Foundation Communities
Genuine Article Bookkeeping & Consulting
Goodwill Industries of Central Texas*
Google
Grant Associates
Greater Austin Asian Chamber of Commerce
Greater Austin Black Chamber of Commerce
Greater Austin Chamber of Commerce
Greater Austin Hispanic Chamber of
Commerce
Greystar Real Estate Partners*
Healthcare Workforce Alliance of Central
Texas
Huston Tillotson University
IBEW Local Union 520
IBM

Insulators Local Union 87
 Intertech Flooring
 Ironworkers Local 482
 JPMorgan Chase
 KVUE
 LifeWorks
 Lil' Mama's Kitchen*
 Literacy Coalition of Central Texas
 Lone Star Construction Trades Training
 Manor ISD
 Michael and Susan Dell Foundation
 NXP
 Mercedes Benz of Austin*
 Mission Capital
 Patient's Premier Choice*
 Pflugerville Community Development
 Corporation
 Pflugerville Chamber of Commerce
 Pflugerville ISD
 Plumbers & Pipefitters Local Union 286
 Progressive Manufacturing Technology*
 Ray Marshall Center, University of Texas at
 Austin
 Region 13 Education Service Center
 Rosendin Electric
 Samsung Austin Semiconductor*
 Seton Healthcare Family
 Sheet Metal Workers Local Union 67
 Shultz Foundation
 Silicon Labs
 Skillpoint Alliance*
 Sonic Healthcare USA*
 Sooch Foundation
 Southwest Research Institute (SwRI) Texas
 Manufacturing Assistance Center (TMAC)
 Sprinkler Fitters Local Union 669
 St. David's HealthCare



2020 UPSKILLING HEROES

Workforce Solutions Capital Area recognized these five companies as 2020 Upskilling HEROES for building a higher-skilled workforce and more competitive economy through upskilling strategies:


- American YouthWorks
- Arrive Logistics
- Ascension Seton
- Austin Western Railroad
- Patient's Premier Choice

Tech Talent South
 TECO – Westinghouse*
 Texas Critical Systems
 Texas Mutual
 Texas Workforce Commission
 Travis County
 Trellis Foundation
 TRIO Electric
 United Way for Greater Austin
 U.S. Chamber of Commerce Foundation
 Workforce Solutions Rural Capital Area
 Young & Pratt

* Committed to 500x5 Initiative



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